

# Flexible Spending Account

## Welcome to WageWorks

On June 1, 2013 the administration of of King County-sponsored flexible spending accounts (FSAs) moved to a new system supported by WageWorks, Inc ("WageWorks").

**The Benefits of the WageWorks Platform** - Using your FSA will continue to be quick and convenient while offering key enhancements with WageWorks.

**Website** – The WageWorks website is a world class site with many features that are leading edge. Once enrolled in the FSA plan you will be encouraged to set up direct deposit reimbursements and provide an email to receive up-to-date account and claims status information and access on-demand account activity statements. The site has the ability to upload claims, and you can use the mobile application to file a claim from your smartphone or mobile device.

**Customer Service** – The WageWorks customer service team is available from 8 a.m. to 8 p.m. Eastern Time to answer your questions. Just call the toll-free number 1-855-428-0446. Helpful tips, guides, video tutorials and FAQs are available online at [www.wageworks.com](http://www.wageworks.com).

## What is an FSA?

An FSA is an account that allows you to set aside money, before taxes, to use on eligible health care and dependent care expenses. You elect how much you want to contribute, and your employer deducts the amount from your paychecks for the plan year. Since you use pretax dollars you lower your taxable income, and you use tax-free money for expenses.

## Two kinds of FSAs and their eligible expenses.

### Health Care FSA

For eligible health care services and items for you, spouse and dependents.

- ▶ Prescriptions
- ▶ Over-the-counter items and medicines\*
- ▶ Co-payments
- ▶ Dental care, orthodontia
- ▶ Vision care, eye surgery
- ▶ Therapies

### Dependent Care FSA

For eligible child and adult dependent care expenses.

- ▶ Before- and after-school programs
- ▶ Day care and nursery schools
- ▶ Preschool
- ▶ Dependent adult day care
- ▶ Transportation provided by care provider

These are just a few of the many services and items people use everyday. Complete lists of eligible expenses are provided on [www.wageworks.com](http://www.wageworks.com).

\* A doctor's prescription is required for over-the-counter (OTC) drugs and medicines in order to be FSA eligible. Over-the-counter items, such as bandages, do not require a prescription.

## Questions?

Helpful tips, guides, video tutorials and FAQs are available online at [www.wageworks.com](http://www.wageworks.com). WageWorks Customer Service professionals also are standing by to help you. Just call 1-877-WageWorks (877-924-3967), Monday – Friday, 8 am – 8 pm EST.

## How to use your funds.

WageWorks wants to make using your FSA as easy and convenient as possible. That's why we offer you choices.

- ▶ **WageWorks® Health Care Card** (for Health Care FSA only)
  - Debit card preloaded with your annual election amount
  - Use it at providers or merchants with an industry-standard approval system at the checkout (most drug stores, pharmacies and big-box retailers)
  - Learn more about the approval system and find stores near you at [www.sigis.com](http://www.sigis.com)
- ▶ **Pay Me Back** (for Health Care FSA and Dependent Care FSA)
  - Use out-of-pocket funds then request reimbursement from your FSA. File a claim online, with the **EZ Receipts®** mobile application, or by fax, email or mail.
- ▶ **Pay My Provider** (for Health Care FSA and Dependent Care FSA)
  - Payment is sent directly to your provider from your WageWorks account.

## Estimate your savings.

How much you save depends on how much you spend on health and dependent care, and on your tax situation. For every \$100 of eligible expenses, most people will save up to \$40 in taxes. To estimate your expenses and see for yourself how your savings can add up, use the savings calculator at [FSAWorks4Me.com](http://FSAWorks4Me.com)

HEALTH CARE FSA	EXAMPLE	YOUR ESTIMATE
Prescription drugs	\$225	
Doctor visits	\$80	
Annual dental plan deductible	\$50	
Dental fillings and crowns	\$185	
Orthodontia (braces)	\$1,800	
Prescription glasses	\$100	
Prescribed over-the-counter products	\$60	
<b>Suggested plan year election<sup>1</sup></b>	<b>= \$2,500</b>	<b>=</b>
Taxes (40% <sup>2</sup> )	x 0.40	
<b>Estimated savings<sup>1</sup></b>	<b>= \$1,000</b>	<b>=</b>

DEPENDENT CARE FSA	EXAMPLE	YOUR ESTIMATE
Day care / nursery school	\$3,600	
Summer day care	\$1,400	
<b>Suggested plan year election<sup>1</sup></b>	<b>= \$5,000</b>	<b>=</b>
Taxes (40% <sup>2</sup> )	x 0.40	
<b>Estimated savings<sup>1</sup></b>	<b>= \$2,000</b>	<b>=</b>

<sup>1</sup> Your employer determines the maximum annual amount you can contribute for your plan, which cannot exceed \$2,500, effective 1/1/2013, per IRS rules. Confirm with your employer or check your summary plan description for the maximum annual contribution limit allowed for your plan.

<sup>2</sup> Tax savings amounts are examples provided for illustrative purposes only. They are based on federal, state, and FICA (Social Security) taxes that you do not have to pay through payroll deductions on amounts used to fund your account. Your actual savings may vary depending on your marginal income tax rate, whether you pay state income taxes, and other factors. Some states do not recognize tax exclusions for FSA contributions.